



Pathways Taskforce

August 18, 2014

**Indiana Government Center South
Conference Room 1
Indianapolis, IN 46204**

MEETING MINUTES

Members Present: Mike Barnes, Jennifer Berry (for SPI Glenda Ritz), Betsy Delgado, Lt. Governor Sue Ellspermann, Matt Fleck, JR Gaylor, Gary Hobbs, Marie Mackintosh, Amy Marsh, Calvin Thomas, Dan Waldrop, Lynne Weisenbach, Peggy Wild (for SPI Glenda Ritz)

Members Not Present: Sarah Ancel, Rep. Christina Hale

Staff Present: Nate Klinck

I. Welcome and Call to Order

Taskforce Chair, Lt. Governor Ellspermann called the meeting to order at 2pm and welcomed members to the inaugural meeting of the Career Council Pathways Taskforce.

II. Introduction of Taskforce Members

Lt. Governor Ellsperman asked each of the taskforce members to introduce themselves and discuss their interest in the work. Following the introductions, Lt. Governor Ellspermann noted that the members of the taskforce are the right people to have at the table to complete the taskforce's responsibilities. She then asked Mr. Klinck to review the duties and responsibilities that the Career Council assigned to the taskforce.

III. Overview of Taskforce Duties and Responsibilities

Mr. Klinck shared a presentation covering the duties of the taskforce. He explained that the Career Council had given the taskforce three primary duties:

- Determining the direction of career counseling;
- Overseeing the implementation and monitoring the success of completion bonus and return-to-complete higher ed programs; and
- Promote and monitor work-and-learn programs.

Mr. Klinck also explained that the taskforce would also be asked to support and champion the implementation of career pathways throughout the state's education, job skills training, and career development system.

The taskforce will begin working on establishing work plans for each of the objectives and determining the best way for the Career Council to move each of the items forward. The Lt. Governor mentioned that there is a sense of urgency with the work of the taskforce as the General Assembly will be establishing a biennial budget during next year's session.

IV. Discussion of Career Counseling, Return and Complete Programs, and Work-and-Learn Models

Lt. Gov. Ellspermann introduced this item of the agenda by sharing that we have invited individuals to provide an overview of work that is already occurring throughout the State on the subjects of career counseling, return-and-complete programs, and work-and-learn programs.

First, Ms. Marsh and Mr. Fleck presented an overview of the study of counseling throughout Indiana that Fleck Education had conducted on behalf of the Indiana Chamber of Commerce. Among the issues that were identified during the Chambers study were:

- Little time is being spent by counselors on college and career readiness activities, even though the counselors indicated a desire to spend more time on these activities;
- A number of counselors are not adequately prepared to provide college and career readiness activities;
- Between 2010 and 2013, counselors were spending more time on non-counseling duties, such as proctoring tests, lunch duty, and course scheduling

Ms. Marsh indicated that the Chamber is currently convening groups to discuss the findings of the report and determine the appropriate next steps. Throughout discussion, the taskforce noted that the current challenges within counseling are not necessarily the issue of counselors not being willing or able to provide the type of counseling that is needed. The primary issue seems to be one of the distribution of work; that counselors should be freed up from non-counseling duties in order to focus on providing the type of counseling that is needed by students.

Second, Sam Snideman, from the Commission for Higher Education (CHE), provided the taskforce with an overview of the work is doing on return-to-complete programs. Mr. Snideman explained that the state needs to add roughly 700,000 individuals with some form of post-secondary degree in order to meet the 60 percent by 2025 goal. In order to meet this goal, the state needs to focus efforts on those individuals that attended college but did not complete. To-date, the CHE has developed programs to build new pathways for returning adult students who have special needs and programs that encourage adults to return to school. The CHE has established the goal that all adults with some college, but no degree, will receive a direct communication that encourages them to return to college and complete their degree. The aggressive goal that CHE has established is that, by 2020, 200,000 of these adult students will return to college and complete some form or degree or credential.

Throughout discussion, the taskforce indicated the importance of communicating the benefits (financial, professionally, and personally) of completing a degree to the targeted individuals. Additionally, the taskforce discussed the importance of understanding the demographics and anticipating the unique needs of these returning adult students, including the barriers that prevented them from competing the first time.

Third, Janet Boston, from Indiana InternNet, provided the taskforce with an overview of Indiana InternNet and opportunities for expansion of interships and other work-and-learn programs throughout the state. Ms. Boston's presentation included some important data regarding the success of internships – that employers made full-time offers to nearly 65 percent of their interns and that students that completed internships earned more following graduation than those that did not

complete internships. Ms. Boston also explained the success that EARN Indiana, a partnership with CHE and Indiana InternNet, has had in encouraging more employers to offer internships.

Taskforce discussions during Ms. Boston's presentation centered on ideas on increasing the number of work-and-learn opportunities available to not only college students, but to high school students and unemployed adults. Additionally, taskforce members discussed the ability to successfully track the number of internships and other work-and-learn opportunities offered throughout the state, as well as methods for understanding the outcomes of all of these activities.

V. Discussion of Next Steps

Mr. Klinck will provide taskforce members with an electronic version of each of the presentations from today's meeting and will send a poll of potential meeting dates to taskforce members.

VI. Adjournment

Lt. Governor Ellspermann adjourned the meeting at 3:42pm and thanked the members for a great first taskforce meeting.